



# CervicalCheck Education Strategy 2022-2025



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# Foreword

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The CervicalCheck Screening Training Unit (STU) is pleased to present this strategic plan for the development of high-quality, accessible education for relevant healthcare professionals, for the period 2022 to 2025. The strategy contains a number of key objectives which provide the foundation for the education of all healthcare professionals that are involved with delivering a world class cervical screening service in Ireland, with the best interest of the woman as the central priority. Please note throughout this document, where we refer to 'woman' or 'women', this refers to 'woman, women or people with a cervix'.

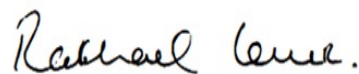
This strategy is one project within the overall CervicalCheck Quality Improvement Portfolio. The ambition of this strategy is to develop a future CervicalCheck Cervical Screening Education Programme that will attract sample takers to undertake an accredited, evidenced-based, world-class cervical screening education programme. This Programme will provide both theoretical and clinical support to ensure that those who avail of cervical screening receive safe, consistent, high-quality care, which is responsive and appropriate to the changing needs of the population.

In this document we outline the steps necessary to identify and design an education pathway that meets the needs of all sample takers and associated professionals. One of the key actions identified in this strategy is the development of an Education Advisory Group to provide oversight for STU and ensure shared decision-making on education standards,

design, delivery and evaluation of cervical screening education.

The outlined strategic priorities demonstrate our commitment to providing a quality-assured service for the benefit of the eligible population. Throughout the development of this education strategy, we have reflected on past progress and challenges, with invaluable input from our stakeholder groups, including sample takers in primary and non-primary care services, Public Health specialists and clinical advisors in CervicalCheck.

We would particularly like to thank those who partook in the education survey which has influenced the development of this Education Strategy.



**Dr Rachael Comer**  
Education and Training Manager,  
CervicalCheck

**“ Tell me and I forget.  
Teach me and I remember.  
Involve me and I learn. ”**

*Benjamin Franklin*

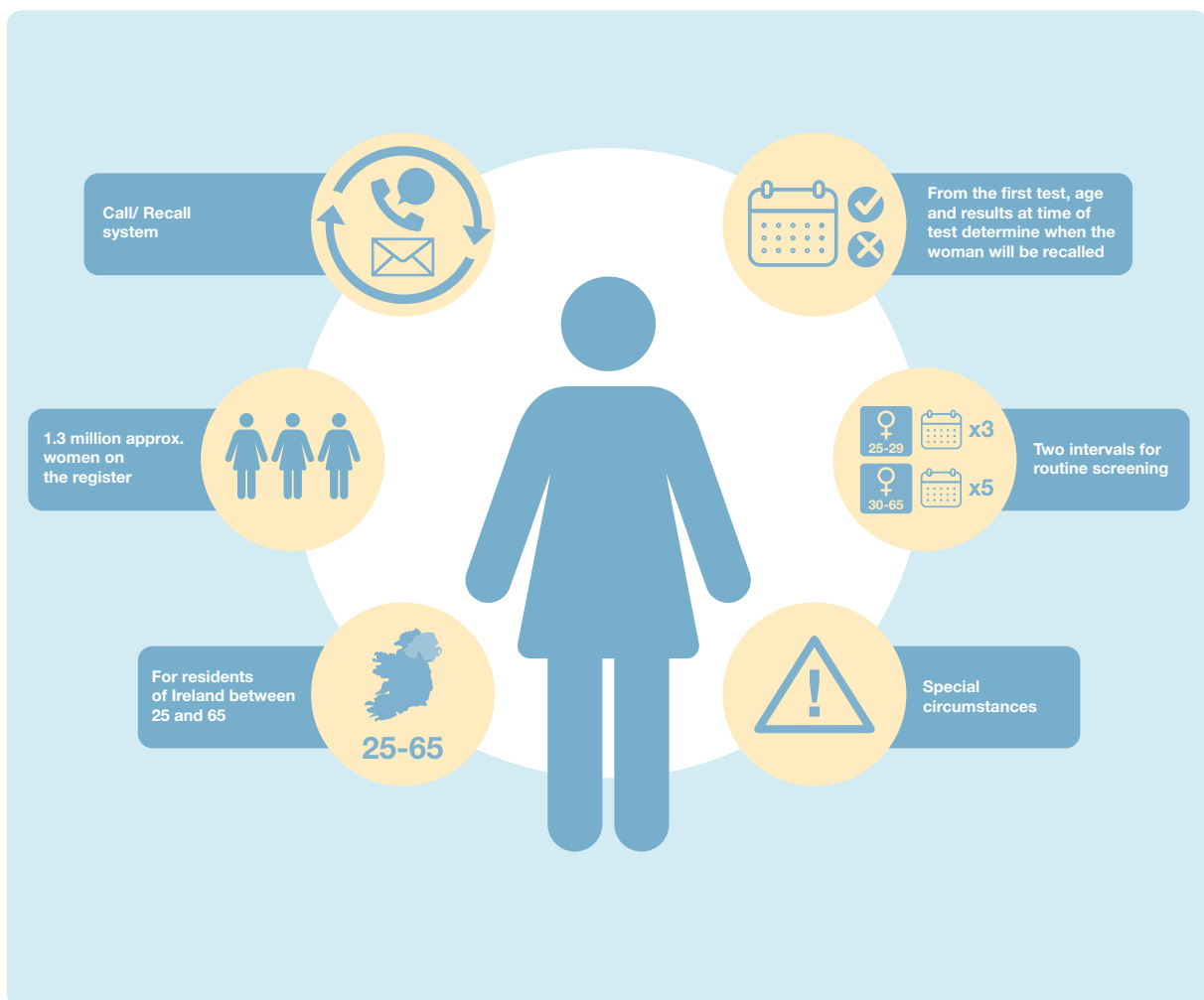
# CervicalCheck Programme



# CervicalCheck – the National Cervical Screening Programme

CervicalCheck is an organised call-recall administrative programme that provides cervical screening in Ireland. Since March 2020, it has operated a primary HPV screening programme, in line with many other high-income countries worldwide.

The programme works with sampletakers in the community in both primary and secondary care settings to provide a quality-assured screening programme. This is achieved through collaborative partnership with sampletakers and approved cytology laboratories, colposcopy clinics and histopathology laboratories. The programme aims to reduce the incidence of cervical cancer in Ireland by offering high-quality person-centred care for the eligible population.



# CervicalCheck Screening Training Unit (STU)

The CervicalCheck Screening Training Unit (STU) was established in 2008 to support the education and development of sampletakers and staff that are involved in providing a quality-assured cervical screening service. The STU also consults with professionals that are not actively taking samples but who can positively influence the success of the cervical screening programme. Cervical screening should only be carried out by a sampletaker registered with CervicalCheck who has completed a recognised cervical screening education programme and has access to ongoing continuous professional development.

Those who require cervical screening education and training include:

- Sampletakers
- Primary and secondary care clinicians that provide a cervical screening service
- Practice managers and general practice administration staff

*The education of cytology and histopathology professionals is outside the remit of STU.*

## STU Training and Education Activity

CervicalCheck STU currently facilitates the delivery of accredited stand-alone Cervical Screening Education programmes in partnership with four Higher Education Institutions (HEIs). The theoretical aspects of the training are delivered by STU staff via a combination of online and face-to-face workshops and presentations. The clinical component takes place in the trainee sampletaker's place of work, where they are supported and assessed by an STU Clinical Trainer.

UCC	NUIG	RCSI	ICGP
<ul style="list-style-type: none"><li>• One intake per year (30 students)</li><li>• 2 days face-to-face teaching</li><li>• Clinical component</li><li>• 10 ECT* credits</li></ul>	<ul style="list-style-type: none"><li>• One intake per year (35 students)</li><li>• 2 days face-to-face teaching</li><li>• Clinical component</li><li>• 10 ECT* credits</li></ul>	<ul style="list-style-type: none"><li>• Two intakes per year (35 students)</li><li>• 2 days face-to-face teaching</li><li>• Clinical component</li><li>• 10 ECT* credits</li></ul>	<ul style="list-style-type: none"><li>• Two intakes per year (35 students)</li><li>• 2 days face-to-face teaching</li><li>• Clinical component</li><li>• No ECT* credits</li></ul>

Ongoing CPD is a requirement for all sampletakers and clinically responsible doctors and STU supports this through:

NSSresources.ie	Live Webinars	Sampletaker Newsletter
<ul style="list-style-type: none"><li>• Three standalone CervicalCheck updates</li><li>• Numerous educational supporting documents</li></ul>	<ul style="list-style-type: none"><li>• Schedule of regular online interactive education sessions</li></ul>	<ul style="list-style-type: none"><li>• Contribution to monthly newsletter emailed to HCPs</li></ul>

\*ECT: European Credit Transfer System

# The STU Team

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The STU team comprises an Education Manager who is supported by two Senior Training Coordinators (STC) and ten Clinical Trainers (Appendix 2: CervicalCheck Organisation Chart). The team works remotely and depends on virtual platforms for day-to-day communication and working. Clinical Trainers are strategically appointed across Ireland according to service needs (Appendix 3). Administration support is provided by one grade V Staff Officer and one grade IV Assistant Staff Officer.

The STU Education Manager and STCs are members of both the strategic and operational management structures within CervicalCheck, and play an active role in programme management and advisory levels in facilitating service delivery. The STU is responsible for the provision of cervical screening education to all healthcare professionals involved in delivering a high quality cervical screening service, supporting clinical practice, assisting the CervicalCheck call centre, and providing continuing professional development (CPD) opportunities for sampletakers.

## Purpose of STU

### Delivering Cervical Screening Education

- In partnership with NUIG, RCSI, ICGP and UCC for trainee sampletakers
- To 13 GP Registrar Specialist Training Schemes

### Supporting Clinical Practice

- For all healthcare professionals involved in providing a quality cervical screening service
- A CervicalCheck-appointed Clinical Trainer is assigned to each trainee to support and assess the clinical aspects of the cervical screening education programme
- The STU also works in a supportive role when quality issues are identified through monitoring of standards for quality assurance, or feedback is received via external feedbacks or complaints. These are managed as Training Requests (TIRs) or Training Interventions (TIVs).

### Supporting the CervicalCheck Call Centre

- Support nurses in the call management centre
- Assist in the management of complex issues

### Continuing Professional Development

- Maintaining Competency
- Responsible for updating CervicalCheck content on the online platform NSSResources.ie and ensuring a multi-disciplinary approach is adopted.
- Facilitate a schedule of CervicalCheck webinars
- CervicalCheck healthcare professionals' newsletter

# Executive Overview





# Executive Overview

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## Background

This education strategy sets out the vision for CervicalCheck to oversee the development, coordination, monitoring and evaluation of the education and training requirements of key personnel involved in primary cervical screening in Ireland. Cervical screening education is critical for the provision of a quality-assured cervical screening programme. Education is aimed at supporting cervical screening practice in line with the recommendations of the *Standards for Quality Assurance in Cervical Screening Quality Assurance in Primary Care and Other Cervical Screening Settings (CervicalCheck, 2022)* and the *CervicalCheck HPV Primary Screening: Eligibility Framework/ Reference Guide for GPs and Clinics (CervicalCheck, 2020)*.

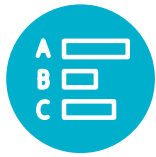
The ambition of this strategy is to develop a CervicalCheck cervical screening education programme that will attract sample takers to undertake an accredited, evidenced-based, world-class cervical screening education programme, designed with the woman at the heart of the curriculum. This programme will provide both theoretical and clinical support to ensure that those who avail of cervical screening receive safe, consistent, high-quality care, which is responsive and appropriate to the changing needs of the population. The STU has been guided by the recommendations in the Scally Report (2018) and has ensured that clear governance processes are in place to streamline shared decision-making. Educational resources are co-designed using a participatory approach with the Public Health, Primary Care and Programme Management departments within the National Screening Service.



## The case for change

As part of the Education Strategy Quality Improvement project, the team undertook a number of tasks to identify and design an education pathway that meets the needs of sample takers:

- Review of the current education programmes in NUIG, RCSI, ICGP, UCC and the GP Specialist Training Schemes
- Review of international education and training resources for sample takers.
- Review of current uptake of the cervical screening education programme and clinical updates on the online platform [NSSresources.ie](https://nssresources.ie)
- Engaging with our sample takers. Conducted survey exploring sample takers' perceptions of the existing cervical screening education programme and clinical updates on [NSSresources.ie](https://nssresources.ie), and recommendations for future education
- Engaging with the Primary Care Clinical Advisory Group members
- Ongoing feedback from current users of the cervical screening education programme to ensure we design a programme where the trainee's needs are acknowledged and met.



## Current educational gaps

A report generated from the Cervical Screening Register (CSR) in September 2021 demonstrated that just 44% of sample takers had completed an accredited cervical screening education programme. While the majority of sample takers have significant clinical and operational experience of cervical screening, this deficit in formal accredited training needs to be addressed. It was apparent that engagement with standalone online CPD (continuing professional development) modules through the National Screening Services online platform ([www.nssresources.ie](http://www.nssresources.ie)) was also low.

In August 2021, the STU conducted a survey of sample takers on the CervicalCheck email database to ascertain their motivators and barriers for completing an approved cervical screening education course. The main findings were that respondents would prefer a CervicalCheck education course that was **accessible**, delivered **locally, frequently** and at **low cost**. Cost was identified as the strongest barrier in preventing clinicians from accessing training (Appendix 4: Summary of the evaluation of the cervical screening education programme).



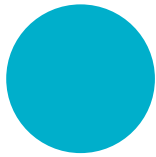
## The future of the CervicalCheck Screening Training Unit

The strategy aims to deliver the highest possible standards of education for those healthcare professionals involved in delivering a quality-assured service, with the best interest of the woman as the central priority. It also identifies how we can engage with healthcare professionals that are not sample takers but have a role in providing care for women.

The redesign of the education programme builds on the excellent training resources that have been available to sample takers since the Programme's inception in 2008. This expertise and learning will inform the redesign process, enabling meaningful changes that are flexible, accessible and responsive to individual learner's needs.

This strategic plan identifies five key priorities, its goals and associated action plans which lays out the road map for the coming years, providing a framework within which to work, while providing flexibility to adapt as the Programme and clinical knowledge changes.

# STU Vision, Mission and Values



Our vision for STU is to have a National Cervical Screening Programme with expertly qualified clinicians and staff providing a quality assured cervical screening service to the people of Ireland.

The Cervical Screening Education Programme is underpinned by the HSE values of Care, Compassion, Trust and Learning which encompass self-direction, professional experience, inclusion and diversity.

At an STU team meeting, the team explored what values they demonstrate as a team working together and model a 'patient first' approach when assessing and supporting samplemaker trainees in the clinical setting. From this explorative workshop, we formulated our mission and values for the STU team.



# Guiding Principles

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This CervicalCheck Education Strategy is underpinned by the following guiding principles:

**01**

**Collaborative**

This plan ensures that all cervical screening education is planned, co-designed and delivered in collaboration with key strategic partners across all relevant sectors of the Programme.

**02**

**Accountable**

Implementation structures to support this plan will be built on accountability, competence and openness, to ensure quality and delivery of education and training in the most efficient and cost-effective way.

**03**

**Responsive**

The knowledge base which informs cervical cancer prevention strategies is subject to ongoing changes, and the CervicalCheck educational team must be able to respond quickly and appropriately to evidence-based changes within the clinical research fields relevant to cervical cancer. The programme must also respond to external healthcare changes which may impact the eligible population and wider society.

**04**

**Evidence  
informed  
and outcome  
focused**

All education will be evidence-informed, quality-assured, outcome-focused and continually reviewed through feedback channels from women and stakeholders. Education providers must adapt to emerging evidence, and be ready to redevelop learning resources quickly to include the most up-to-date information.

**05**

**Engagement**

The STU is actively engaging with our stakeholders for the purpose of being responsive to learning needs. The STU must have feedback channels available that can identify emerging learning gaps and ensure the programme meets the requirements of its users.

# Strategic Plan 2022-2025

In order for the Education Strategy to realise its vision, five key priorities with associated goals and objectives were identified and developed. These are outlined in the table below. A detailed breakdown with underlying objectives and operational actions can be found under the Education Strategy Overview section of this document.

Priorities	Goals		
<b>1. Develop a National CervicalCheck Cervical Screening Education Programme.</b> 	<b>1.1</b> Develop education standards to ensure a consistent level of education so that sampletakers can provide safe, effective, person-centred care.	<b>1.2</b> The CervicalCheck education programme will be informed by transparent, evidence-based educational resources which will support the safe and effective delivery of the screening programme.	<b>1.3</b> The Cervical Screening education programme is supported by a quality-assured mechanism to ensure it supports the full range of learning outcomes across the lifecycle of the cervical screening programme.
<b>2. Facilitate all healthcare professionals to engage in appropriate continuous professional development to maintain professional competency.</b> 	<b>2.1</b> Develop and co-design clinical updates that are tailored to the needs of all healthcare professionals involved in the provision of cervical screening in Ireland.	<b>2.2</b> Education will be accessible, evidence-based, and regularly evaluated to ensure it is meeting the needs of the healthcare professional and health care setting.	<b>2.3</b> Every healthcare professional involved in cervical screening will be made aware of their obligation to meet the educational standards appropriate for their role in line with the QA Standards in Primary Care and Other Cervical Screening Settings document.
<b>3. Strengthen accountability, quality assurance and adherence to educational standards throughout the screening pathway.</b> 	<b>3.1</b> Develop robust governance processes to streamline decision making, and ensure consistency of quality along the educational pathway.	<b>3.2</b> Develop education standards that promote a culture of high quality and continuous improvement in cervical screening practice.	<b>3.3</b> Provide governance mechanisms that allow education providers to undertake self-evaluation.
<b>4. Continue to build an education team that is highly skilled, compassionate, transparent and accountable.</b> 	<b>4.1</b> Engage and value our workforce and support our training team to realise its full potential.	<b>4.2</b> Identify and resource high quality continuous professional development opportunities for the training team.	<b>4.3</b> Promote autonomy and a sense of ownership which will lead to a greater sense of wellbeing and job satisfaction.
<b>5. Manage available resources to ensure that education and training resources are tailored to the needs of healthcare professional.</b> 	<b>5.1</b> Allocate resources efficiently and effectively in ways that best meet educational needs.	<b>5.2</b> Manage resources in a way that improves experiences of people presenting for cervical screening and positively shapes attitudes to cervical screening.	<b>5.3</b> Audit annual STU activity outputs and allocate resources where analysis gaps exist.

# Strategic Plan 2022-2025



# Education Strategy 2022-2025



## Priority 1

Develop a CervicalCheck Screening Education Programme

Ref.	Objectives	Ref.	Actions
1.1	Develop education standards to ensure a consistent level of education so that sample takers can provide safe, effective, person-centred care	1.1.1	A CervicalCheck Screening Training Unit Education Advisory Group (CC-STU-EAG) will be established to consider the different stakeholder perspectives; sample takers, Public Health, a variety of different education providers, clinical experts in education delivery, and patient advocates (Appendix 5 Membership of the EAG)
		1.1.2	Education standards will be developed based on current evidence and practice as well as survey result findings, workshop outcomes, and clinical consensus reached in the CC-STU-EAG. Recommendations will be made to the CervicalCheck Senior Meeting Team (SMT) which has ultimate governance of decision-making (Appendix 6 CervicalCheck Governance Structures)
		1.1.3	The standards setting out the criteria for the education programme will be designed to ensure that sample takers receive a high and consistent level of education so that they can provide safe, effective, person-centred care
		1.1.4	Provide guidance on the responsibilities of the education provider, trainee sample takers, supervising sample takers and supporting organisations
		1.1.5	Change the name of the Screening Training Unit to Screening Education Department, to reflect the role and responsibilities of this department
1.2	The CervicalCheck Screening Education Programme (CCSEP) will be informed by transparent, evidence-based educational resources which will support the safe and effective delivery of the screening programme.	1.2.1	The STU will identify education gaps by working closely with primary care, programme management, public health medicine and health promotion and is aware of frequently asked questions, complaints and external feedback from sample takers and women
		1.2.2	Develop clear processes for developing, reviewing and evaluating educational resources in the cervical screening education programme that ensures input from subject matter experts, a public health perspective and the NSS communications team. (This process is outlined in Appendix 7)
		1.2.3	Education will be based on a rights-based inclusive approach, focuses on addressing barriers to access and is responsive to the diverse needs of those experiencing cervical screening services. Continuous engagement with the target audience will inform the ongoing development of the educational resources
		1.2.4	Provide a suite of standardised education and training resources for incoming novice sample takers, as well as those clinicians who are already established service providers
1.3	The CCSEP is supported by a quality assured mechanism to ensure it delivers the full range of learning outcomes across the lifecycle of the cervical screening programme.	1.3.1	<p>Provide oversight for the coordination and implementation of the CCSEP:</p> <p>All education developments and initiatives will be discussed at the CC-STU-EAG and decisions will be approved by the SMT</p> <p>All presentations will be submitted for validation for continuing education units/credits to NMBI and ICGP in terms of content, intended learning outcomes and time to complete the module</p> <p>The STU will have an evaluation process that involves assessing all aspects of education which will be used to assist in the design, implementation and post-implementation stages</p>

# Education Strategy 2022-2025



## Priority 2

Facilitate all healthcare professionals to engage in appropriate continuous professional development to maintain professional competency.

Ref.	Objectives	Ref.	Actions
2.1	Develop clinical updates that are tailored to the needs of the healthcare professional and their healthcare setting.	2.1.1	Engage with the various healthcare professionals that are involved in delivering a quality assured cervical screening service to determine their diverse educational needs
		2.1.2	Offer tailored suites of education and training resources to both novice and experienced sampletakers and healthcare professionals involved in providing cervical screening in all healthcare settings
		2.1.3	Consult with professionals that are not actively taking samples but who can positively influence the success of the cervical screening programme, for example, by encouraging participation in cervical screening
		2.1.4	Promote a culture of high quality and continuous improvement amongst sampletakers and other healthcare professionals
2.2	Education should be accessible, evidenced based, and evaluated to ensure it meets the changing needs of the healthcare professional and health care setting.	2.2.1	Identify why sampletakers are not engaging with education and encourage active participation
		2.2.2	A suite of clinical updates will be accessible on <a href="http://www.nssresources.ie">www.nssresources.ie</a> reflecting the varying needs of healthcare professionals
		2.2.3	Ensure a multidisciplinary approach to developing, reviewing and evaluating educational resources
		2.2.4	All clinical updates will be awarded Continuing Education Units (ECTs) from NMBI and continuous professional development (CPD) points from RCPI/ICGP
2.3	Every healthcare professional involved in cervical screening should be aware of their obligation to meet the educational standards appropriate for their role in line with QA Standards in Primary Care and Other Cervical Screening Settings	2.3.1	Engage with all stakeholders in the cervical screening pathway, with particular emphasis on those with previously low engagement with education and training
		2.3.2	Build strong relationships with sampletakers and all healthcare professionals providing a cervical screening service
		2.3.3	Develop and circulate an Education Prospectus and an advertisement flyer for the CCSEP
		2.3.4	Provide detailed explanations on how to register on <a href="http://NSSresources.ie">NSSresources.ie</a> to promote access to clinical updates



# Education Strategy 2022-2025



## Priority 3

Strengthen accountability, quality assurance and adherence to educational standards throughout the screening pathway.

Ref.	Objectives	Ref.	Actions
3.1	Develop robust governance processes to streamline decision-making, and ensure consistency of quality along the pathway.	3.1.1	Develop and maintain high quality governance and operational standards that support the organisation of the STU and the sustainability of education delivery
		3.1.2	Develop and have regular meetings with the Education Advisory Group to share decision making
3.2	Develop education standards that promote a culture of high quality and continuous improvement in cervical screening practice	3.2.1	Provide guidance on the responsibilities of the education provider, trainee sample taker, Clinical Supervisor, Clinically Responsible Doctor/Clinical Lead and the Clinical Trainer
		3.2.2	Create flexible education pathways that will be consistent with CervicalCheck Quality Standards and programme requirements and support the safe and effective delivery of the CCSEP
3.3	Provide governance mechanisms that allow education providers to undertake self-evaluation	3.3.1	A self-evaluation checklist needs to be designed to aid the evaluation of these education standards as part of the metric reporting structure within CervicalCheck
		3.3.2	Ensure a three-year review of education providers' self-evaluation is undertaken
		3.3.3	Maintain and encourage a culture of transparency, openness and good governance within the organisation

# Education Strategy 2022-2025



## Priority 4

Foster a workforce culture that is highly skilled, compassionate, transparent and accountable.

Ref.	Objectives	Ref.	Actions
4.1	Engage and value our workforce, and support our training team to realise its full potential.	4.1.1	Team members will be aware of STU's mission statement and purpose and be proud to be working on accomplishing our goals
		4.1.2	Create trust by being open, consistent, and fair
		4.1.3	Provide regular constructive feedback
4.2	Identify and resource high quality continuous professional development opportunities for the training team.	4.2.1	Identify what clinical trainers need to do to maintain clinical competency and address these by supporting staff within the team e.g. Inclusivity Training, Screening Masterclass, IT literacy, Literature review etc
		4.2.2	Use the talents, strengths, and passions of our employees
		4.2.3	Stimulate a team climate where people support and respect each other
4.3	Promote autonomy and a sense of ownership which will lead to a greater sense of wellbeing and job satisfaction.	4.3.1	Ensure all the STU team members are aware of their roles and responsibilities and are encouraged to be effective leaders in practice
		4.3.2	Have regular team meetings to provide updates, deliver announcements, solicit feedback, share information and participate in a team environment that enhances communication

# Education Strategy 2022-2025



## Priority 5

Manage resources in a way that delivers the best education outcomes and experience for healthcare providers and demonstrates value for money.

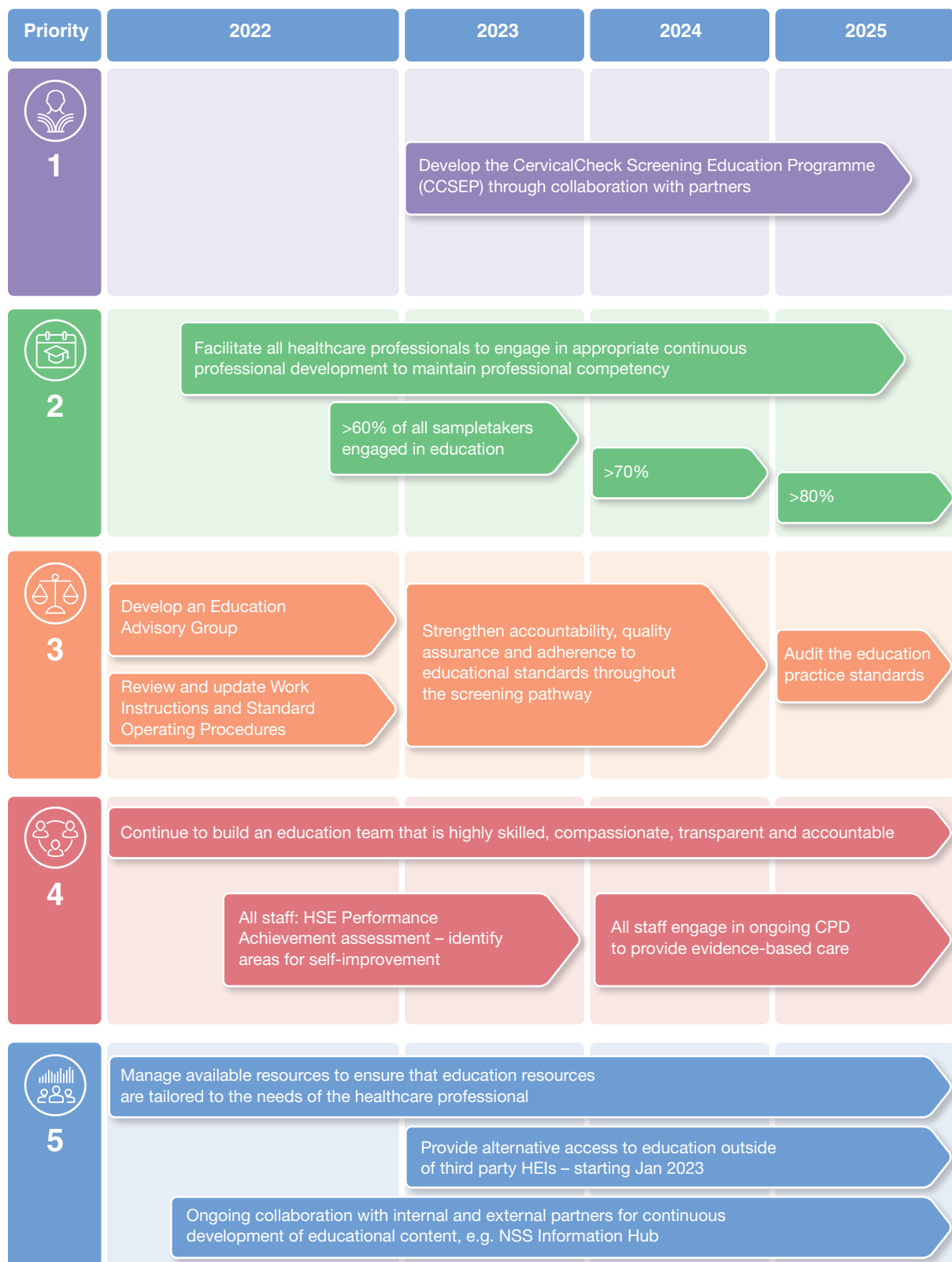
Ref.	Objectives	Ref.	Actions
5.1	Allocate resources efficiently and effectively in ways that best meet educational needs.	5.1.1	Identify priorities in education delivery
		5.1.2	Assess each sampletaker to ensure the fair allocation of clinical support to ascertain cervical screening clinical competency
		5.1.3	Harness the resource potential of Clinical Supervisors to ensure positive working relationships with the STU team
5.2	Manage resources in ways that improve the experiences of people presenting for cervical screening and positively shapes attitudes to cervical screening.	5.2.1	Perform a detailed clinical competency assessment to ensure that all sampletakers are meeting the required clinical competency standards
		5.2.2	Facilitate Training interventions (TIRs) and encourage sampletakers to request training if needed
5.3	Audit annual STU activity outputs and allocate resources where analysis gaps exist.	5.3.1	Audit number of certified sampletakers per profession and county
		5.3.2	Allocate additional resources for professionals or counties that have a poor uptake

# Implementation Roadmap

## Implementation roadmap

The following high-level timeline outlines the implementation roadmap required to deliver the priorities and objectives identified in the Education Strategy.

Note: Subject to change once the full implementation plan is finalised.



# Implementation Dependencies

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## Implementation Dependencies

The Education Strategy will define and guide the activities of the CervicalCheck STU over the next three years. There are more than 4,000 sampletakers in both primary and non-primary settings across Ireland who work with the programme and our other external partners in laboratory and colposcopy settings in order to provide a high-quality cervical screening service. We rely on the continued commitment of these partners to engage with us in refining and improving our programme pathways and enhancing the experience of the person attending for screening. This education strategy has been developed in collaboration with our sampletakers, and we look forward to receiving their ongoing feedback which will guide the future delivery of education.

**Key dependencies** include:

- Budgetary consideration (staff costs, IT resources, teaching platforms online and offline)
- Enhancement of educational resources on [NSSresources.ie](https://nssresources.ie)
- Engagement with all external stakeholders including screening participants/patients
- STU team development and enhancement
- The overall healthcare environment, which can be affected by unexpected local and global disruptions

If you would like to be involved in the CervicalCheck Education Strategy process, please email [STU@screeningservice.ie](mailto:STU@screeningservice.ie).

# Appendices



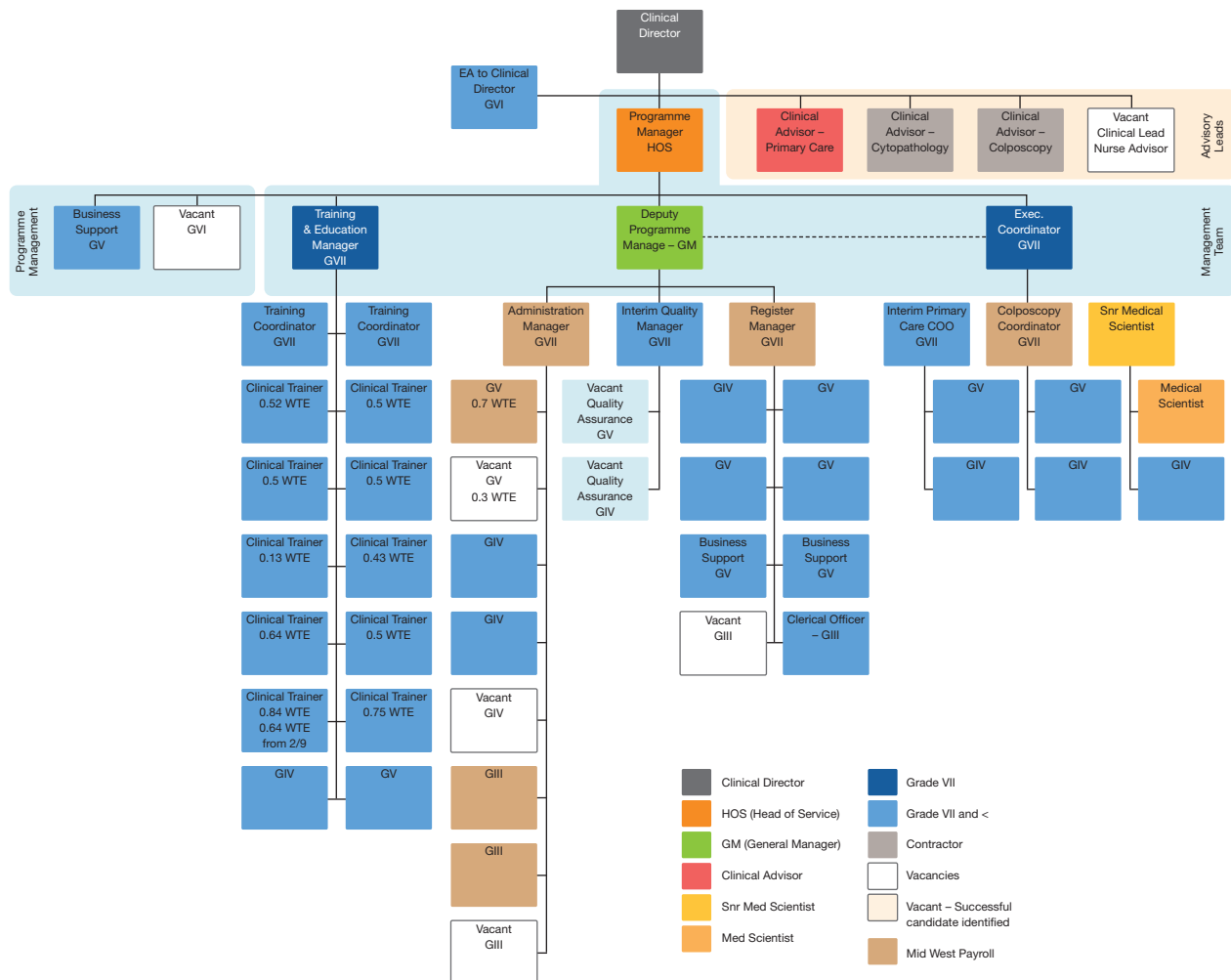
# Appendix 1 – Acronyms

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## List of Acronyms used throughout this Document

STU	Screening Training Unit
CPD	Continuous Professional Development
HEI's	Higher Education Institutes
HPV	Human papillomavirus
NUIG	National University of Ireland, Galway
UCC	University College Cork
ICGP	Irish College of General Practitioners
GP	General Practitioner
RCSI	Royal College of Surgeons in Ireland
CCSEP	CervicalCheck Screening Education Programme
EAG	Education Advisory Group
CRD	Clinically Responsible Doctor
NMBI	Nursing and Midwifery Board of Ireland

# Appendix 2 – CervicalCheck Organisation Chart



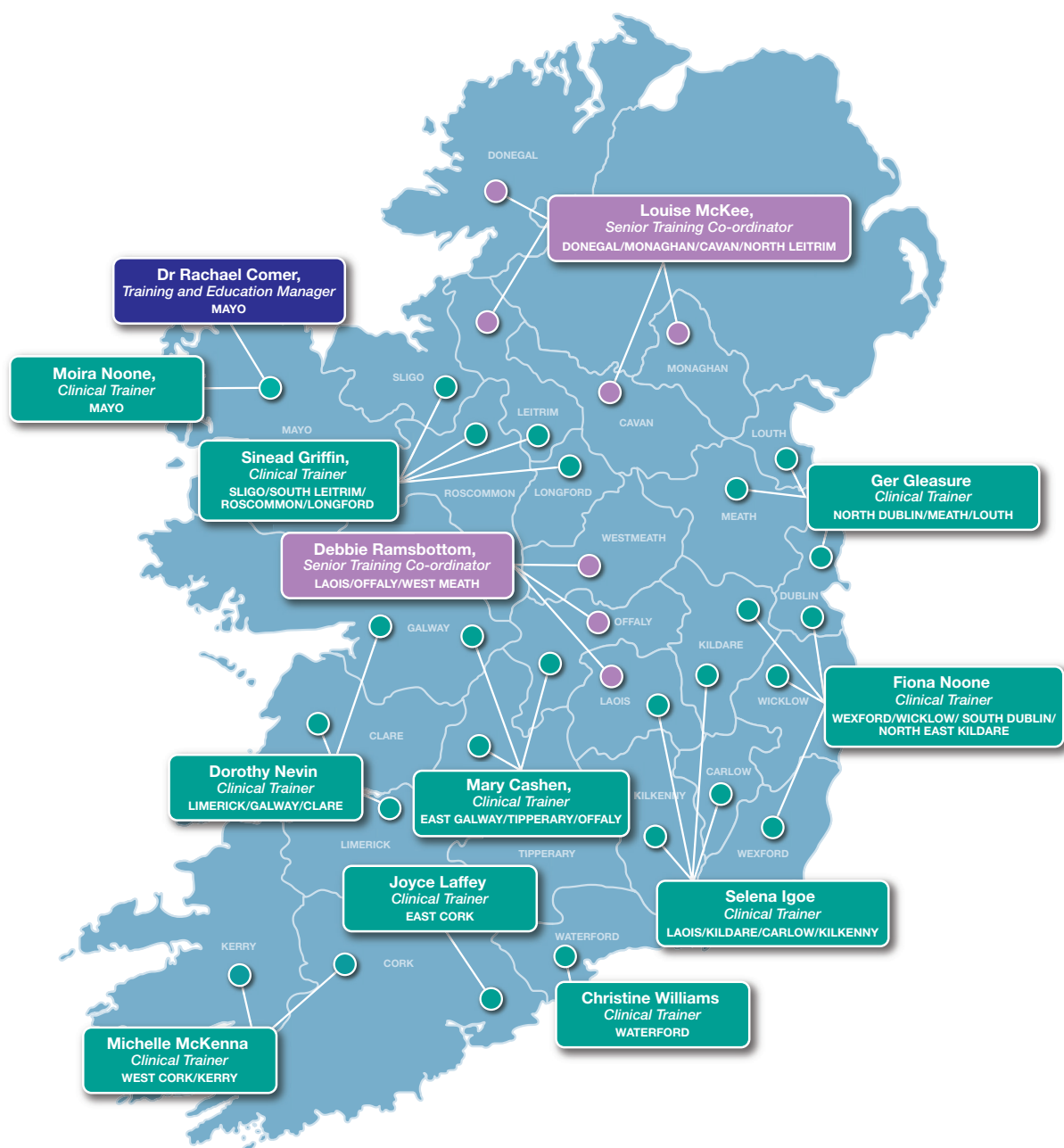
The STU Education and Training Manager is a registered Nurse, Midwife and Nurse Tutor with the Nursing and Midwifery Board of Ireland (NMBI). She worked as a sample taker and Colposcopist for 7 years in Galway University Hospital. She also worked as a Nurse Lecturer in the National University of Ireland, Galway and as a Specialist Nurse Coordinator (Nurse Tutor) in the Centre of Nursing and Midwifery Education (CNME). She has a Masters in Women's Health, Nursing Education and a Doctorate in Nursing. She completed her PhD thesis in understanding the cervical screening experience in women over 50 years.

All of the Senior Training Coordinators and Clinical Trainers are Registered General Nurses/Midwives who have completed the cervical screening education programme and have been involved in providing cervical screening services in both primary and non-primary care services. They have a wealth of experience using experiential teaching strategies to assist sample takers' competency in cervical screening in both face-to-face and virtual environments. They have also participated in developing and marking formative assessments and conducting competency assessments.



## Appendix 3 – STU Locations across Ireland

(Valid on the 1st Oct)



# Appendix 4 – Evaluation of the Cervical Screening Education Programme

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The Screening Training Unit conducted a survey to review the cervical screening education programme. We asked primary care clinicians who are registered with CervicalCheck to complete an online questionnaire. We had 420 respondents.

## Summary of the Cervical Screening Education Survey

- There were 420 respondents, 86% were practice nurses/8% were GP's
- Approx. 80% had completed an accredited cervical screening education course
- Seventy three per cent of respondents had completed the cervical screening education course more than 5 years ago when education was delivered via face-to-face
- Ninety seven per cent of respondents found the cervical screening education course equipped them with excellent communication and counselling skills and the practical skills of sampletaking
- Ninety three per cent of respondents did not avail of the ECTs award from university
- Students found face-to-face teaching most beneficial to their practice, this was followed by the support of the clinical supervisor in their clinical setting, support of the CervicalCheck clinical trainer and the skills workshop
- Eighty two per cent considered the face-to-face clinical skills workshop beneficial
- In the future, forty seven per cent of respondents would like a blended/hybrid approach to education, followed by an e-learning portal delivery and classroom teaching
- Seventy six per cent of respondents would prefer if CervicalCheck would deliver the cervical screening education course
- The most common barrier that prevented completion of the cervical screening education course was cost of the programme followed by study leave
- Respondents felt that they would feel more supported to complete the cervical screening education course if the programme:
  - was free
  - offered as an online course
  - had more course dates
  - had more regular updates
  - was offered in more locations
  - study leave
  - make it mandatory

## Appendix 5 – Membership of the STU EAG

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### Role and function

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CervicalCheck Education Manager

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Primary Care Clinical Advisor, CervicalCheck

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CervicalCheck Senior Training Coordinators

---

Representative for STU Clinical Trainer and Sampletaker

---

Representative for Nursing Sampletakers

---

Representative for GP Sampletaker/CRD / Specialist GP Training Scheme

---

Representative with a background in delivering a similar kinds of nursing/midwifery education encompassing both a theoretical and clinical background

---

Representative that has experience in education and has worked in one of the accreditation departments in NMBI or ICGP

---

Public Representatives

---

Sampletaker representative with experience delivering nursing education in a Higher Education Institute (including Cervical Screening Education)

---

Representative from General Practice Nursing Co-ordinator

---

Representative that is a Specialist in Public Health Medicine

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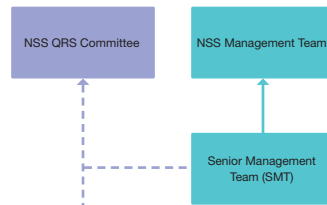
Representative that is an accredited Nurse Colposcopist, sampletaker and experience working in Nursing Education

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# Appendix 6 – CervicalCheck Governance Structure

## Approval

Approve and recommend monitoring of standards. To monitor, maintain and improve upon minimum standards of service, performance and quality across all elements of the screening programme



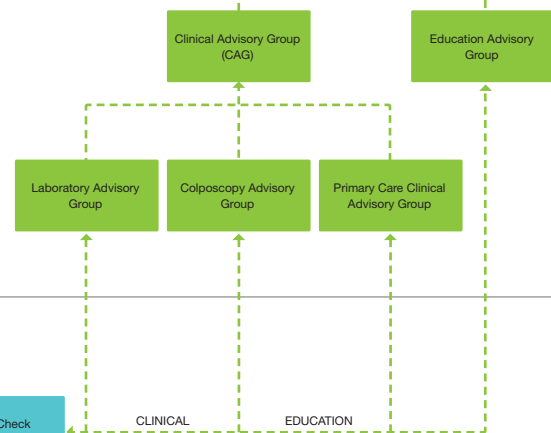
## Monitor & Manage

To provide senior leadership and direction to the cervical screening service, including ensuring robust management and accountability arrangements for all aspects of the service.



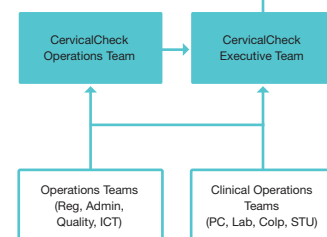
## Advisory

To advise and make recommendations to the CervicalCheck Senior Management Team (SMT) on clinical pathways and protocols in the programme.




















































## Service Delivery

Responsible for the day to day running of the programme. Ensure all functions are in line with QA standards, policies, procedures and the delivery of primary care/ laboratory / colposcopy services satisfies contract/ MOU and QA best practice guidelines.



# Appendix 7 – Checklist for outlining the STU process for developing educational resources

## Checklist to ensure all STU phases of the process for developing presentations/resources are completed

<input type="checkbox"/> Determine education resource to be reviewed/developed	
<input type="checkbox"/> Determine education resource owner and approver	  
<input type="checkbox"/> Determine the subject matter experts	   
<input type="checkbox"/> Consult with all subject matter experts at the initial stage	    
<input type="checkbox"/> Determine learning outcomes with consultation from subject matter experts	    
<input type="checkbox"/> Gather evidence based literature from subject matter experts	    
<input type="checkbox"/> First draft developed by STU and then back to subject matter experts with a Fact Check Questionnaire Document changes and make revisions-iterative approach	    
<input type="checkbox"/> Educational resources goes to PCPPG, NSS Staff, other stakeholders as determined, use fact check questionnaire to guide feedback	    
<input type="checkbox"/> Document feedback and changes-iterative approach	    
<input type="checkbox"/> STU make revisions	
<input type="checkbox"/> Draft goes back to subject matter experts	   
<input type="checkbox"/> STU make revisions	
<input type="checkbox"/> Consult Communication team to ensure consistent wording and messaging across	 
<input type="checkbox"/> CC website and resources	 
<input type="checkbox"/> Disseminate educational resource to NSS.resources.ie	

### NSS Function/Programme



Screening Training Unit



Clinical Advisors



Prog Manager/nominees



Public Health



Communication Team

